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**AGREEMENT**

**BETWEEN**

**HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT  
TOWNS OF HUNTINGTON AND BABYLON**

**AND**

**LOCAL 1181-1061 AMALGAMATED TRANSIT UNION AFL-CIO  
EFFECTIVE JULY 1, 2015 TO JUNE 30, 2020**

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## **AGREEMENT**

AGREEMENT made and entered into this 10th day of April, 2015, to be effective July 1, 2015, by and between the BOARD OF EDUCATION OF HALF HOLLOW HILLS CENTRAL SCHOOL DISTRICT, Towns of Huntington and Babylon, its successors and assigns hereinafter referred to as the "Board" or the "District" and LOCAL 1181-1061 AMALGAMATED TRANSIT UNION AFL-CIO (hereinafter referred to as the "Union", located at 101-49 Woodhaven Boulevard, Ozone Park, New York.

## **WITNESSETH:**

WHEREAS, it is the desire of the parties to promote harmony between the District and its employees and to eliminate disputes by fixing the rates of pay, wages, hours and other conditions of employment of the employees of the District as hereinafter set forth.

NOW, THEREFORE, in consideration of the mutual premises herein contained, the parties hereto do agree as follows:

## **ARTICLE 1 - Union Recognition**

The District recognizes the Union as negotiating representative of its transportation employees for the purpose of collective bargaining negotiations in respect to rates of pay, wages, hours of employment and certain other conditions of employment. The Union also agrees to deal with it as hereinafter provided.

## **ARTICLE 2 - Dues Check-Off**

- A. The District agrees to deduct weekly or monthly from the wages of each employee who is a member of the Union, such initiation fees and dues as shall be required by the union, and authorized in writing by the employee in the form, a copy of which is annexed to this agreement and made a part hereof. The District agrees to transmit such sums collected by the District to the Union no later than seven days after the period in which such sums are collected. The District shall furnish the Secretary and/or Treasurer of the Union with a record of those from whom deductions have been made, and the amount of such deductions at the time of transmitting such sums as have been collected.
- B. The District shall notify the Union of all new employees covered by this Agreement within seven (7) days after hire, giving name, address, social security number and date of hire.

### **ARTICLE 3 - Agency Shop Provision**

- A. An employee who does not join the Union at the time of employment or who does join on the day employment commences but whose membership has not yet become effective shall have an agency shop fee deducted. If the employee joins the Union, such agency shop fee deduction shall be discontinued on the same date the dues check off authorization takes effect.
- B. An employee who terminates Union membership shall have deducted from his or her salary an agency shop fee. Such agency shop fee shall be effective on the same date the revocation of authorization for dues deduction takes effect.
- C. The agency shop fee for each employee covered by this Agreement shall be deducted from the employee's regular paycheck and shall be in an amount equal to the periodic dues levied by the Union for employees in accordance with the current dues check off. The Union shall certify the appropriate amount or rate for the agency fee deduction.
- D. The Union shall have the exclusive right to the deduction and transmittal of the agency shop fee for employees. The employer shall transmit, no later than the first working day of the second month following the month in which the agency shop fee deductions collected less deduction of costs at the same rates as are provided for the check off of membership dues.
- E. Changes in the amount of an agency shop fee deduction shall be effective at the same times as changes in membership dues deductions. Request for changes in the rate of dues deductions shall be deemed to be a request for a change in the agency shop fee.
- F. Upon receipt by the employer of the notice of change in the amount of agency shop fee deductions, employees having the agency shop fee deducted shall be notified, in writing, by the employer of the change in the amount to be deducted periodically and the date on which such new deduction will begin.
- G. The Union shall refund to the employees any agency shop fees wrongfully deducted and transmitted to the Union.
- H. No assessments of any kind or nature will be collected through the agency shop fee deduction.
- I. No arrears of any kind or nature will be collected through the agency shop fee deduction.

- J. The District shall not be liable in the operation of the agency shop fee deduction for any mistake or error of judgment or any other act of omission or commission and the Union agrees to hold the District harmless against any claim whatsoever arising out of the deduction and transmittal of said agency shop fee to the Union.
- K. The Union affirms that it has established and is maintaining a procedure which provides for the refund, to any employee demanding the same, of any part of an agency shop fee which represents the employee's pro-rata share of expenditures by the Union in aid of activities of causes of a political or ideological nature. The Union shall provide the District with a copy of referenced procedure above-mentioned. It is expressly agreed that in the event such procedure is disestablished, then this Agreement, insofar as it relates to agency shop fee deductions, shall be null and void.

#### **ARTICLE 4 - Trial Period**

- A. The parties agree that new employees shall be hired by the District for a trial period of twenty-six (26) working weeks. During such trial period and prior to its termination, the Union may deliver to the District its recommendation that such new employee's employment be continued or denied, together with the reasons therefore.
- B. The District, on or before the termination of such trial period in its sole discretion, may either continue such new employee in its employ or discharge him or her. In the event of discharge of such new employee during such trial period, or at the expiration thereof, such new employee shall not have recourse to the grievance procedures hereinafter set forth.

#### **ARTICLE 5 - No Variation of Agreement**

The terms and conditions of this Agreement shall not be varied by arbitration during the term of this Agreement.

#### **ARTICLE 6 - No Strike - No Lock Out**

- A. Pursuant to the Taylor Law, neither the employees, nor the Union shall engage in a strike or cause, instigate, encourage or condone a strike.
- B. The District will not lock out any of its employees during the term of this Agreement.

## **ARTICLE 7 - Grievance Procedures**

- A. The District and the Union, through their duly accredited and appropriate representatives, agree to meet with regard to all grievances arising out of the provisions of this Agreement. Should any grievance arise which cannot be mutually adjusted, it shall be submitted for decision at the request of either party to an arbitrator chosen as hereinafter provided. The decision of the Arbitrator shall be final and binding on the parties. The expenses of the Arbitrator shall be borne equally by both parties.
- B. The Arbitrators shall be chosen from lists prepared by the American Arbitration Association.
- C. The decision of the arbitrator shall be final and binding upon the parties.

## **ARTICLE 8 - Seniority, Furloughs and Recalls**

- A. The District agrees to abide by such rules of seniority among its employees as are adopted by the Union after mutual agreement with the District. The following are agreed to:
  - 1. Seniority shall be determined from the first day employment.
  - 2. Each member of the Union shall be entitled to his or her seniority in the service, in the class of employment in which he or she is engaged, in accordance with his or her continuous age in the service in their respective classes.
  - 3. The classes of employment are the following:
    - a. Drivers – eight (8) hour
    - b. Drivers – six (6) hour
    - c. Lead Dispatchers
    - d. Dispatchers
    - e. Lead Head Mechanics
    - f. Head Mechanics
    - g. Mechanics
    - h. Head Bus Drivers
  - 4. The district will recognize the Amalgamated Transit Union as the bargaining agent. Substitute drivers shall be at Step 1/Driver with no advancement and no other benefits. The district will not use substitute drivers to permanently replace six (6) or eight (8) hour drivers.



5. Seniority shall prevail for the purpose of the following:
  - a. Drivers' pick of runs
  - b. Eight (8) hour drivers' pick of field trips on rotating basis, including premium pay days.
  - c. Mechanics' pick of shifts, days off, vacations and premium pay days.
6. System seniority shall prevail on all furloughs and recalls.
7. Drivers and mechanics desiring to transfer to another department shall do so by mutual agreement of the Union and the District. A thirty (30) day trial period shall be afforded the employee making the change and after such period, he or she shall relinquish all seniority rights in the former department. This paragraph is subject to the labor agreement on promotions.
8. In order to maintain continuity of seniority rights:
  - a. Drivers shall report for work in September of each year at the reopening of the school term.
  - b. Drivers failing to report as mentioned (in the absence of a valid excuse), shall forfeit all seniority rights and shall be placed on the bottom of the seniority board.
  - c. Valid excuses shall be confined to illness or injury (as certified by a licensed medical doctor), death in the family or leave of absence for vacation purposes.
9. In the filling of vacancies by the District, among the factors considered, first consideration shall be given to seniority:

**B. Furloughs and Recalls:**

1. All furloughs and recalls to work during the school year shall be governed by District seniority as decided by the rules of the Union agreed upon by both parties.
2. Employees furloughed are to have preference over all outsiders in filling existing vacancies for the same positions.
3. In the event that the District increases its working force, employees furloughed are to be notified in writing by certified mail, return receipt requested, of available positions in accordance with their seniority as follows: The oldest employee in point of service is to be notified first, the employee with the second longest seniority second, and so on through the list; the employees so notified to report to work shall be given five (5) days after the date of the mailing of such notice in which to report. A copy of such notification shall be

also sent to the office of the Union. The operation of this Article shall not prevent the immediate increases in forces by the hiring of temporary employees until an employee with proper seniority reports in accordance with this paragraph.

4. Upon the failure of an employee to report within five (5) days after the District has mailed notice to the last address given to the District, the work shall be assigned to the first employee, who upon like notification, reports for duty in accordance with his or her seniority rights.
5. Furloughed employees shall have their seniority rights preserved for the duration of this agreement.
6. In the event an employee is called back for temporary work, he or she may pass up such work in favor of an employee below him or her and still retain his or her seniority until permanent work is available.
7. Employees who are furloughed for summer vacation due to school closings shall be called back at the reopening of the school term in accordance with seniority.

#### **ARTICLE 9 - Military Service**

- A. Should a member of the union enlist, or be drafted into any branch of the United States Military Service during any war or any national emergency, he or she shall retain his or her full seniority rights and shall be restored to his or her position by the District after his or her honorable discharge from Federal Service. This Article shall not apply to members' re-enlisting after any war or national emergency.
- B. Should any member of the Union serve as a member of the organized militia or of Reserve components of the Armed Forces of New York State or the United States, then such member shall be compensated in accordance with the New York State Military Law.

#### **ARTICLE 10 - Leaves of Absence**

- A. It is agreed by the District that if any member of the Union shall be elected to any office or position within the Union which requires his or her absence from the service of the District for varying lengths of time, the District will grant leaves of absences without pay to such employees for such absences, until such term of office or position or responsibility expires or is terminated. The seniority of the employee shall not be affected by such leaves of absence. It is understood that the leaves of absence referred to in this Article may be had only for Union business.

**B. Leaves of Absence (Without Pay)**

1. A leave of absence without pay, not to exceed six (6) months, may be granted to an employee by the Board of Education. Notice of such leave of absence shall be given to the Civil Service Commission. Where a leave of absence without pay has been granted for a period which aggregates six (6) months, a further leave of absence without pay shall not be granted unless the employee returns to his or her position and serves continuously therein for three (3) months immediately preceding the subsequent leave of absence. Notice of such subsequent leave of absence shall also be given to the Civil Service Commission. Absence on leave for more than six (6) months shall be deemed the equivalent of a resignation from the service upon the date of commencement of such absence, except as provided in subdivision "2" of this Article.
2. In an exceptional case, the Board of Education may for good cause shown waive the provisions of this rule to permit an extension of the leave of absence for an additional six (6) month period. In no case may such leave of absence exceed in aggregate one year from the date of commencement of the leave.
3. No leave of absence shall be granted for the purpose of outside employment.

**ARTICLE 11 - Insurance Benefits**

During the existence of this Agreement, the District agrees to make the following insurance benefits available:

**A. Health Insurance:**

1. Health insurance benefits shall be provided in accordance with scheduled allowances under the Empire Plan and Health Insurance Plan under New York State group contract.
2. New employees hired after January 1, 1998, shall receive benefits after 60 calendar days from their appointment. Unit members hired after July 1, 2008, who enroll in direct deposit, shall receive health insurance on the first day of employment rather than after 60 calendar days.
3. Two (2) employees in the same family, working in the District, shall not be eligible to both carry family plans. There shall be no health insurance for new employees if already covered by other insurance (through spouse or prior employer). When and if the employee loses other health insurance, he/she would become eligible for coverage by the district.

4. The District reserves the right, so long as the level of benefits is not decreased, to change the various insurance carriers or plans in its sole unrevealed discretion.
5. Employees hired prior to July 1, 1987, and are currently receiving 85% of their health insurance premium paid for by the district and 15% paid by the employee, such employees shall continue such 85%/15% arrangement into retirement.
6. Employees hired after July 1, 1987, for whom the District presently pays 85% and the employee pays 15% will take into retirement 75% of the cost payable by the District and 25% of the cost payable by the retiree.
7. Employees hired on or after July 1, 2008, must be employed a minimum of ten (10) continuous years with the Half Hollow Hills CSD and retire from the Half Hollow Hills CSD to be eligible for District provided health insurance benefits into retirement.
8. Effective July 1, 2008, the district and the employee shall pay the following percentages of cost for coverage:

	<u>District</u>	<u>Employee</u>
• Year one of employment	75%	25%
• Year two of employment	75%	25%
• Year three of employment	80%	20%
• Year four of employment	85%	15%

**Or**

	<u>District</u>	<u>Employee</u>
• If base salary is \$60,000 but less than \$100,000:	80%	20%
• If base salary is \$100,000 or more:	75%	25%

Beyond the fourth year, employees whose base salary is below \$60,000 shall pay 15% contribution toward health insurance premium; employees whose base salary is \$60,000 but less than \$100,000, shall pay 20% contribution toward health insurance premium; employees whose base salary is \$100,000 or more shall pay 25% contribution toward health insurance premium. This provision shall not alter the health insurance benefit into retirement for those employees hired prior to July 1, 1987. If the employee is hired on or before February 1<sup>st</sup>, the employee will move to the next year's contribution level on July 1. If the employee is hired after February 1<sup>st</sup>, the employee will remain on the same contribution level until the following July 1.

9. Flexible Benefit Plan: The flexible benefit plan will be available for all employees.

10. Waiver of Benefits:

Employees hired by the District who do not wish to enroll in the Health Insurance Program will be entitled to the waiver of benefits.

An employee may submit a waiver of benefits and shall be eligible to be paid on a yearly basis in accordance with the following schedule:

- From family coverage to no benefits \$1,800
- From individual to no benefits \$1,200
- From family to individual \$1,000

In the event there are two (2) persons in one family working for the District who are covered by the District's health insurance plan and one drops their individual plan and goes into the other's family plan, this waiver shall not apply.

"With respect to the current litigation involving the rules 122r2 and 122r3 of the New York State Health Insurance Plan concerning limitations on the ability of a Participating Agency to offer a payment to certain employees as an incentive to waive NYSHIP coverage, the parties agree that until such time that all legal challenges are complete, the waiver payments will continue for those members so electing in accordance with the terms listed above. The parties agree to comply with the final judicial determination."

11. There will be a \$150 maximum Optical Plan each year of the contract with reimbursement upon presentation of receipt.
12. Employees working less than thirty (30) hours per week shall have their health benefits pro-rated.

B. Life Insurance:

In addition to the Death Benefits provided for in the Statewide Retirement Plan, the District will provide "term" group life insurance coverage in the amount of \$6,000. This coverage is at no cost to the employee.

C. Disability Benefits:

1. After all sick leave has been exhausted; all employees shall receive disability benefits of minimum State disability requirements as provided by the District's insurance policy or its equivalent, for twelve (12) months of each year of the contract.

2. The disability benefits provided hereunder shall not be paid to an employee either receiving or eligible for Workers' Compensation benefits. In the event that the present New York State disability benefits are increased, the benefits to all employees under this agreement shall be increased by the same percentage that the New York State disability benefits are increased. Employees shall be eligible for benefits in accordance with the rules of the New York State Sponsored Health Insurance Program.

#### **ARTICLE 12 - Pension Benefits**

- A. All employees shall have the right to participate in the New York State Employees' Retirement System, Plan 75-I, in accordance with law.
- B. Any employee who is working thirty (30) hours or more per week shall be considered a full time employee for reporting purposes to the New York State Employees' Retirement System. This full time reference is **only** for reporting purposes to the New York State Employees' Retirement System.

#### **ARTICLE 13 – Vacations**

- A. Twelve (12) month employees shall receive a vacation allowance in accordance with the following schedule:
- |   |         |
|---|---------|
| • After one year of employment                | 10 days |
| • After five years of employment              | 15 days |
| • After ten years of employment               | 20 days |
| • Mechanics: After twenty years of employment | 25 days |
- B. Twelve (12) month drivers hired on or after July 1, 2008, shall be entitled to vacation allowance in accordance to the following schedule:
- |                                  |         |
|----------------------------------|---------|
| • After one year of employment   | 10 days |
| • After five years of employment | 15 days |
- C. Mechanics hired on or after July 1, 2008, shall be entitled to vacation allowance in accordance to the following schedule:
- |                                  |         |
|----------------------------------|---------|
| • After one year of employment   | 10 days |
| • After five years of employment | 15 days |
| • After ten years of employment  | 20 days |

- D. In determining the vacation allowance for twelve (12) month employees, such employees shall be credited for that time they were employed by the District on a full time basis as a ten (10) month or twelve (12) month employee.
- E. In the event any employee leaves the employment of the District for any reason, except in cases of theft, he or she shall be given his or her vacation pay at the time of such severance. The amount of such vacation pay shall be equal, pro-rata, to the number of months the employee has worked since the last vacation period.
- F. Payment under this section shall be calculated at the employee's daily rate of pay, i.e.; the employee's current hourly rate of pay times six (6) or eight (8) hours as applicable. For any separation prior to June 30<sup>th</sup> of the work year, all payments of unused sick, personal and vacation days shall be prorated.

#### **ARTICLE 14 - Sick Leave**

- A. Twelve (12) month employees hired prior to July 1, 1997, shall receive sixteen (16) days sick leave per year, cumulative to 150 days. Ten (10) month employees hired prior to January 1, 1998, will receive fourteen (14) days sick leave per year, cumulative to 150 days.
- B. Twelve (12) month employees hired after July 1, 1997, shall receive the following sick days:
  - Year one of employment                      10 days, including 3 personal days
  - Year two of employment                      11 days, including 3 personal days
  - Year three of employment                      12 days, including 3 personal days
  - Year four of employment                      13 days, including 3 personal days
- C. Ten (10) month employees hired after January 1, 1998, shall receive the following sick days to be credited in September of each year:
  - Year one of employment                      8 days, including 3 personal days
  - Year two of employment                      9 days, including 3 personal days
  - Year three of employment                      10 days, including 3 personal days
  - Year four of employment                      11 days, including 3 personal days
- D. Ten (10) month employees hired on or after July 1, 2008, shall receive the following sick days to be credited in September of each year:
  - Year one of employment                      8 days, including 2 personal days
  - Year two of employment                      9 days, including 2 personal days
  - Year three of employment                      10 days, including 3 personal days

- E. A yearly statement of accumulated sick leave will be presented to each employee by June 15<sup>th</sup> of each year.
- F. The District shall continue the sick/personal day buy back for the duration of this contract, July 1, 2015 - June 30, 2020, i.e., will sunset June 30, 2020.  
The buy-back shall be on an annual basis and according to the following table:

**Twelve (12) Month Employees:**

- 1. For those using more than half of their annual sick/personal day allotment, the unused balance of their annual sick/personal day allotment shall be paid at the rate of one (1) day's pay for each unused sick/personal day at the employee's current rate of pay for the year in which the sick/personal days were credited and not used.
- 2. For those using less than half of their annual sick leave allotment, the unused balance of their annual sick leave allotment shall be paid at the rate of 1.20 times a day's pay for each unused sick day at the employee's current rate for the year in which the sick days were credited and not used.
- 3. The 1.2% buy-back provisions of the contract shall not be available to an employee unless such unit member has first exhausted or had charged off all his/her paid leave time for that year. Such paid leave time is intended to refer to sick leave, bereavement leave and personal leave.
- 4. At the end of each year, the buyback provision for twelve (12) month employees hired after July 1, 1997, shall be one (1) day for one (1) day at the straight time hourly rate up to eight (8) hours; or days may be accumulated up to 150 days.

**Ten (10) Month Employees:**

- 1. For those using more than half of their annual sick leave allotment, the unused balance of their annual sick leave allotment shall be paid at the rate of one (1) day's pay for each unused sick day at the employee's current rate for the year in which the sick days were credited and not used.
- 2. For those using less than half of their annual sick leave allotment, the unused balance of their annual sick leave allotment shall be paid at the rate of 1.20 times a day's pay for each unused sick day at the employee's current rate for the year in which the sick days were credited and not used.
- 3. The 1.2% buy-back provisions of the contract shall not be available to an employee unless such employee has first exhausted or had charged off all his/her paid leave time for that year. Such paid leave time is intended to



refer to sick leave, bereavement leave and personal leave.

4. At the end of each year, the buyback provision for ten month employees hired after January 1, 1998, shall be one (1) day for one (1) day at the straight time hourly rate up to eight (8) hours; or days may be accumulated up to 150 days.

**The Following Applies To All Employees:**

1. The employee may continue to bank up to a maximum of 150 days of sick leave time in lieu of receiving payment in accordance with aforesaid provisions.
2. An employee must use sick leave time credited during the current year before utilizing the accumulated sick leave time.
3. If an employee abuses sick leave benefits, the District may require medical verification for any absence whatsoever, whether consecutive or not.
4. Upon severance from employment for other than disciplinary reasons or upon retirement, the employee shall be entitled to reimbursement for unused sick leave time according to the following schedule:
  - a. Employees with ten (10) years or more of employment shall receive one (1) day's pay for each two (2) days accumulated at the employee's rate of pay in effect at the time of severance or retirement, to be pro-rated from July of each contract year.
  - b. Employees with less than ten (10) years of employment shall receive one (1) day's pay for each three (3) days accumulated at the employee's rate of pay in effect at the time of severance or retirement, to be pro-rated from July of each contract year.
  - c. Employees hired on or after July 1, 2008, who have ten (10) years or more of employment will receive one (1) day's pay for each three (3) days of unused sick leave at the employee's rate of pay in effect at the time of severance or retirement, to be prorated from July of each contract year.
  - d. Employees hired on or after July 1, 2008, who have twenty (20) years or more of employment will receive one (1) day's pay for each two (2) days of unused sick leave at the employee's rate of pay in effect at the time of severance or retirement, to be prorated from July of each contract year.

5. Employees will forfeit the 20% premium buy back on sick time for each unpaid leave of absence pay.
6. On or about the fifteenth (15<sup>th</sup>) of June, the District shall notify each employee of his accumulated sick leave time, and the total amount of sick leave time utilized during the current year. Within fifteen (15) days of receipt of notice from the District, each employee shall advise the District of his election either to bank the additional days or receive payment for the same as provided for in this agreement. Payment shall be made in July of each year.
7. In the last paycheck in June, one (1) additional day's pay will be given to twelve (12) month employees with at least five (5) years in the District and perfect attendance.
8. All payments under this section shall be calculated at the employee's daily rate of pay, i.e., the employee's current hourly rate of pay multiplied by six (6) or eight (8) hours as applicable. For any separation prior to June 30<sup>th</sup> of the work year, all payments of unused sick, personal and vacation days shall be prorated.

#### **ARTICLE 15 - Rates of Pay**

- A. Effective July 1, 2015, the rates of pay for the employees covered under this collective bargaining agreement shall be in accordance with the schedule attached hereto and made a part hereof. There shall be an increase in the rates of pay each year of the contract in accordance with the attached schedule:
  - Effective July 1, 2015, the salary schedule shall be increased by 1.75%
  - Effective July 1, 2016, the salary schedule shall be increased by 1.75%
  - Effective July 1, 2017, the salary schedule shall be increased by 1.75%
  - Effective July 1, 2018, the salary schedule shall be increased by 1.75%
  - Effective July 1, 2019, the salary schedule shall be increased by 1.75%
- B. It is further understood that new employees will be paid 20 % less than the top rate of pay for their first year of employment (from date of hire); 15% less than the top rate of pay during the second year of employment (from date of hire); 10 % less than the top rate of pay during the third year of employment (from date of hire); and 5% less than the top rate of pay during the fourth year of employment (from date of hire). They shall go to top rate of pay at the beginning of the fifth year of employment.
- C. Term of Agreement: July 1, 2015 - June 30, 2020.

- D. Automotive mechanics that have chosen a shift that begins after 1:00 p.m. or later are entitled to a ten (10) percent night differential. Any employee regularly receiving said night differential shall receive same when on sick leave, on vacation, on personal days and on holidays.
- E. An additional \$.25 per hour shall be paid to the operator who instructs a new employee for the purpose of qualifying for a CDL-BP license.
- F. The District shall arrange for the direct deposit of employees' paychecks and the parties will use their best efforts to encourage employees to enroll in direct deposit service. It shall not be mandatory that employees enroll in direct deposit. Employees hired after July 1, 2008, who enroll in direct deposit, will also have their health insurance begin on the first day of employment rather than after the 60<sup>th</sup> day.
- H. Head Bus Driver shall earn driver's salary plus 10%.
- I. A dispatcher shall receive a \$350 stipend once each year which shall be a one-time payment not to be added to the salary schedule. See attached mechanics salary schedule.
- J. A longevity payment for drivers, after their tenth (10<sup>th</sup>) year of employment, of \$.25 per hour shall be added to the salary schedule for all such employees.
- K. The Board of Education directs that all monies paid to the employees, governed by this contract, be the least influenced by the tax codes even if it necessitates several checks. Whatever is legally acceptable will be used so the employee receives the most monies in pocket.
- L. All Mechanics who achieve and maintain Certification through the National Institute for Automotive Service (ASE) School Bus Tests (S1 – S6) will receive an annual stipend of \$2,000, to be paid evenly throughout the year. The District will reimburse the Mechanic after passing each component test for the exam passed.
- M. All bus drivers who have completed 14 years of service will receive a one-time payment of \$200 at the end of the school year in which the driver completed 14 years.

#### **ARTICLE 16 - Jury Duty and Bereavement**

- A. There shall be no salary deduction from employees required to perform jury duty.
- B. Employees losing time because of death in the immediate family shall receive three full day's pay per annum for such time lost. Immediate family shall be defined as spouse, children, grandchild, parents, grandparents, brother, sister, brother-in-law, sister-in-law, mother-in-law and father-in-law.

## **ARTICLE 17 - Hours of Work - Drivers and Dispatchers**

- A. It is agreed that there shall be a staggering of the starting time of drivers to permit an eight (8) hour work day within a ten (10) hour spread as is the general practice in the transportation industry. It is agreed that there shall be a flexible starting time (plus or minus hour).
- B. Any break or layover in a run of one (1) hour or less shall be considered as time worked.
- C. The District will afford all drivers a one (1) hour luncheon period between the hours of 11:00 a.m. and 2:00 p.m. The lunch hour shall be included in the ten (10) hour spread.
- D. For overnight charters, bus drivers will receive for the first day, eight (8) hours of straight time, including lodging and food allowance. For the second day, they will receive eight (8) hours at the applicable rate for that day.

### **Six (6) Hour Drivers/A.M. and/or P.M. Part Time Drivers:**

- 1. The a.m. and p.m. six (6) hour drivers work day shall constitute two (2) three (3) hour reports.
- 2. The a.m. and p.m. drivers work day shall be one (1) three (3) hour report either in the a.m. or p.m. The a.m. part time drivers shall report as per run schedule.
- 3. Part time drivers shall not be required to stand by after the completion of their assigned run in order to fill out their report time.
- 4. In the event a mechanic or driver is called at his or her home and asked by the District to report earlier than his or her normal report time, he or she shall receive one half hour travel time in addition to his or her normal day.

### **Dispatchers:**

Dispatchers shall work eight (8) hours per day, five (5) days per week, and exclusive of lunch. Time and one half shall be paid for all time in excess of eight (8) hours in one day and all time worked on Saturday. Double time shall be paid for all time worked on Sunday.

**Adjustment of Hours of Work:** Drivers, Dispatchers and Mechanics

Notwithstanding anything heretofore stated, the District shall have the right to adjust drivers report time without incurring the overtime pay arrangements in cases of emergency such as: delayed starting time due to weather situations, an "act of God", strikes, and evacuations of building for a catastrophe such as a fire, a bomb scare or the like. Such adjustment shall be for the day of the emergency only.

**ARTICLE 18 – Stand by Drivers**

- A. Stand by drivers, while operating regular runs or charters, shall be accorded all pay rates and conditions enjoyed by regular unit members.
- B. Stand by drivers shall be required to report daily and shall be paid a full day's pay, whether assigned to work or not.

**ARTICLE 19 – Drivers' Responsibilities**

- A. Drivers shall not be held in any way financially responsible for damage arising out of an accident while operating a District owned vehicle.
- B. Discipline for accidents shall be subject to the grievance procedure.
- C. During the school year no driver shall be required to change tires, put on chains, and make repairs of any kind or oil buses. Mechanics shall check all buses daily for water and oil. Drivers shall be obliged to sweep floors, close windows of buses check fuel and tire pressure, and wash buses in their entirety, except for the roof tops and except in inclement weather.

**ARTICLE 20 - Workdays and Holidays**

- A. **Ten (10) Month Drivers/A.M. and/or P.M. Part Time Drivers:**
  - 1. During the period from the date designated by the District as the first day of school through the date designated by the District as the last day of school, ten (10) month drivers shall work on those days designated by the District as school days and shall not be required to work on those days designated by the District as days that school will be closed; the foregoing shall apply to those drivers who are working runs within the District. Likewise, those drivers choosing runs outside the District shall work on those days designated by that particular school or institution outside the District during their school year as school days and shall not work on non-school days except for legal holidays

recommended by the State Department of Education. At the end of each salary period, they shall be paid a full week's salary for each of the weeks from the first day of school to the last day of school to a maximum of forty-two (42) weeks. In addition, drivers will report for four (4) days prior to the students' first day of school for which they will be paid at regular straight time. These days shall include, but not be limited to the following tasks: run picks, dry runs, refresher course and training. The District shall have discretion to choose the training. The District will guarantee a minimum of six (6) hours or actual time worked, whichever is greater.

2. If, upon the District's request, an employee voluntarily works on a day he or she is not required to work according to his or her schedule, he or she shall be paid regular straight time pay in addition to his or her regular day's pay.

3. The following shall be "duty-free" days:

- During the first year of employment, pay shall be based from the first day of school to the last day of school, to a maximum of forty-two (42) weeks, less thirteen (13) days of pay; winter recess (5), February recess (4), spring recess (4).

- During the second year of employment, pay shall be based from the first day of school to the last day of school, to a maximum of forty-two (42) weeks, less eight (8) days of pay; February recess (4), spring recess (4)

- During the third year of employment, pay shall be based from the first day of school to the last day of school, to a maximum of forty-two (42) weeks, less four (4) days of pay; February recess (4).

If, at any time, these recess weeks are less than four (4) days, other days will be selected.

- During the fourth year of employment, pay shall be based from the first day of school to the last day of school, to a maximum of forty-two (42) weeks.

**B. Twelve (12) Month Drivers:**

Twelve (12) month drivers shall conform to the work schedule applicable to the ten (10) month and part time drivers as set forth above; in addition, they shall work during the period commencing with the first business day following the last day of school in the prior school year and ending with the last business day prior to the first day of school of the following school year; however, Independence Day and Labor Day shall be paid holidays. For those of the twelve (12) month drivers who are working

non-District runs, in whole or in part; for those who are working runs that include in District runs that end at a time prior to other Half Hollow Hills schools, the following three paragraphs shall apply:

1. When a twelve (12) month driver's school is closed at the end of that school's year, the following work day he or she shall report and may be given a driving assignment.
2. In the case of a multiple school run, at the completion of any of his or her school's schedules, the driver may receive a driving assignment for that particular period of time until the closing of all Half Hollow Hills schools.
3. Twelve (12) month drivers may be assigned to other than transportation work during the summer months, except cleaning toilets or similar duties. Duties need not be confined to the transportation center, and such duties will not conflict with an established permanent unit member's position.

C. **Dispatchers:**

Lead dispatchers will follow shop holiday schedules. Dispatchers will follow driver holiday schedules.

D. **Mechanics:**

1. Mechanics hired before January 1, 1998, shall be paid for sixteen (16) holidays in each contract year and for any such days as may be added as school holidays during the school year but shall not be required to report to work on such holidays or added holidays. In addition, during the course of each calendar year, there shall be one day set aside for training purposes only.
2. Mechanics hired after January 1, 1998, shall receive the following holidays:

- Year one of employment            12 Days
- Year two of employment           13 Days
- Year three of employment        14 Days
- Year four of employment         15 Days

- E. On all holidays, the District shall pay all employees assigned to work. They shall receive pay of one and one half times the regular rate of each person on the salary scale. The rate shall be a total of two and one half times the regular rate, or holiday plus time and one half.

- F. On snow days, all employees who are assigned to snow emergency shall be paid an additional one and one-half time the regular rate for those hours worked.
- G. Emergency school closing shall be considered an "added school holiday". All shop personnel required to report for work shall receive an additional one and one half times regular rate.
- H. Any closing of schools during any day that began as a normal school day shall be considered as a regular work day.
- I. A committee shall be formed to study the certification of mechanics leading to a \$1,000 one-time payment not to be added to the salary schedule. The scope of the certification program will be determined by the District.

#### **ARTICLE 21 - Operation of Buses**

- A. No employee, while holding any official position with the District or a supervisory position or shop unit member, shall be permitted to operate or drive a school bus in the transportation of school children, charter or special work, except in the event of an emergency or breakdown.
- B. No driver shall be required to operate equipment that will jeopardize his or her driver's license or be injurious to health.
- C. District employees shall perform all transportation requirements of the District in addition to normal schedules, except as may be otherwise provided by contract transportation; however, the total number of buses operated by the District shall not be less than 50. The District will meet with the union prior to the pick to ensure the District's effort to retain as many 4:45 p.m. and 5:20 p.m. runs as possible before sending work to outside contractors. A driver who performs his/her daily run but fails to perform his/her 4:45 or 5:20 late run four times during a school year shall be removed from the late run and shall not be eligible to select a late run the following year. The District agrees to use the within unit for all summer busing, authorized by the District for District programs, which are within the District's control, excluding those runs requiring matrons or attendants. The District shall not be required to submit bids or seek other extra busing.
- D. All rules and regulations governing the operation or maintenance of the equipment shall be mutually agreed upon before posting.



## **ARTICLE 22 - Picking of Runs**

- A. The runs shall be made up and scheduled by the district, and the drivers shall pick their runs annually before school starts. No changes will be made after Columbus Day. In addition, no changes will be made until the District meets with the union and the affected employee to discuss the proposed change. (i.e.: entire run change, school change, area/neighborhood change.)
- B. The Union and the District mutually shall determine the numbers of drivers to pick runs daily until all runs are picked.
- C. At the time of the pick each driver shall receive a printed or typed copy of his or her run showing time of report, all trips required, lunch period, time of return to garage and hours of pay.
- D. Six (6) hour drivers will not have standby posted on pick board. All drivers to pick Board a.m. and p.m. as posted. All drivers are to be paid for extra work in open slot. All extra work, within report time, in location, is to be rotated among all drivers (eight and six hour). All drivers will be expected to complete two pieces of work to comprise one hour of straight time except for a full run. Drivers who complete each additional piece of work will be paid a half hour at straight time.
- E. The District shall be responsible at the time of pick to provide suitable facilities for the picking of the runs. It shall also be the responsibility of the District to furnish the assistance of a supervisor to provide answers to any question that might arise concerning the runs.
- F. Upon a vacated run due to retirement or termination, there shall be a bid for that run down.

## **ARTICLE 23 - Hours of Work (Shop)**

Mechanics shall operate on a seven (7) day basis, with two (2) consecutive days off. Schedules are to be worked out by the Transportation Supervisor. Time and one-half shall be paid for the sixth day; double time shall be paid for the seventh day.

## **ARTICLE 24 - Pick of Shifts (Mechanics)**

- A. Mechanics shall select their hours of work and days off from lists prepared by the District and approved by the Union in accordance with their seniority in their respective classifications. This selection is to be made during September and January of each school year. There shall be no change in an employee's shift of work or days off during the term of the pick.

- B. Whenever schools in and out of the District are closed, all mechanics' shifts of work shall be between the hours of 6:00 a.m. and 2:30 p.m. with one half hour off for lunch. While during the school year, the shift shall be from 6:00 a.m. to 2:30 p.m. and from 10:30 a.m. to 7:00 p.m. with one half hour for lunch. When only out of district schools are open, mechanics may change a shift in accordance with last bus. Mechanics will confirm starting and quitting time; however, the employee shall work an eight (8) hour day, exclusive of one half hour meal time. Differential for night shift shall not apply if this change causes it.

#### **ARTICLE 25 – Promotions**

Mechanics shall be given an opportunity for promotion to a higher classification according to seniority when an opening occurs in that classification, during which time they shall receive the higher rate of pay. However, if they fail to qualify during a thirty day period, they shall revert to their previous classification and rate of pay. No one shall be engaged as a mechanic until full opportunity has been given all mechanics in lower classifications to qualify for positions in mechanic classifications.

#### **ARTICLE 26 - Coveralls**

- A. The District shall provide five (5) sets of coveralls and five (5) uniforms each year for all mechanics. The District will clean uniforms of mechanics. Mechanics are to receive two (2) pairs of gloves and a heavy-duty jacket once during the term of this contract.
- B. The District shall also supply soap, paper towels, hot water and lockers.
- C. Rain gear will be maintained by the District for each mechanic.

#### **ARTICLE 27 – Lead Head and Head Mechanic**

- A. There will be a lead head or head mechanic on all shifts.
- B. The lead head or head mechanic shall assign all work to shop personnel and be responsible for the proper performance of work assigned, together with proper institution and completion of necessary paperwork.

## **ARTICLE 28 - Tools and Shoes**

The school district will provide to the shop personnel the following amounts towards the purchase of safety shoes and tools:

	<b>SHOES</b>	<b>TOOLS</b>
• 2015-2016	\$300	\$600
• 2016-2017	\$300	\$600
• 2017-2018	\$300	\$600
• 2018-2019	\$300	\$600
• 2019-2020	\$300	\$600

The district shall reimburse employees upon submission of original receipts. Safety shoes must be worn on the job.

## **ARTICLE 29 - Safety Bonus**

A. At the end of each year, each employee shall be eligible to receive a Safety Bonus as follows:

- |                                    |                |
|------------------------------------|----------------|
| • Less than 20 years of employment | \$200 per year |
| • 20 years or more of employment   | \$225 per year |

B. Attendance bonuses shall be paid to eligible employees in accordance with the following:

- |              |       |
|--------------|-------|
| • 0 absence  | \$250 |
| • 1 absence  | \$200 |
| • 2 absences | \$100 |

Eligibility for the safety bonus shall be based upon the following:

1. **Drivers:** (Including Head Bus Driver)

- a. No convictions of moving violations with the bus or any other school vehicle, occurring after July, 2008, in each year of the contract; i.e., what happens in one year shall not carry over into the next year.
- b. Driver must drive at least 120 school days within the year.
- c. No chargeable accidents which result from the improper operation of a bus or other school Vehicle. A chargeable accident is one in which the driver is at fault.

2. **Mechanics:**

- a. No vehicular or workshop accidents clearly attributed to carelessness or poor work habits.
- b. No convictions of moving violations with the bus or any school vehicle.

**ARTICLE 30 - Pay Claims**

- A. Overtime pay and pay shortages: An employee who is short in his or her paycheck shall receive a new check for such shortage five (5) working days after establishing his or her shortage.
- B. On an employee's oral request made to the Transportation Supervisor, said employee will receive a copy of a computer printout of their time within one (1) work day.

**ARTICLE 31 - Appearance in Court**

- A. Any employee losing time from his or her regular run or shift of work to appear in court on District business shall receive the pay he or she would regularly receive had they been regularly employed.
- B. Any employee required to appear in court on his or her own time on District business shall receive time and one-half for all time while so engaged with a minimum of four (4) hours.

**ARTICLE 32 – Drivers' Facilities**

The District shall provide a Drivers' room and suitable lavatory facilities for its male and female employees.

**ARTICLE 33 - Employment Security**

Should any employee become disabled and unable to perform the duties in his or her classification, then the District will make every effort to place such employee in a classification he or she is able to perform.

### **ARTICLE 34 - Rights and Privileges**

Any rights, benefits or conditions previously enjoyed by an employee shall continue to be granted by the District during the term of this Agreement.

### **ARTICLE 35 - Bulletin Board**

The Union shall have the privilege of placing in each driver's room a bulletin board where notices of the Union may be posted. Notices are to be signed.

### **ARTICLE 36 – (Article 19-A) Fingerprinting and Drug/Alcohol Testing**

- A. All new employees not previously fingerprinted in accordance with Federal regulations must have fingerprinting completed by the District.
- B. All new employees must be drug and alcohol tested.
- C. If the District requests drug testing, the employees must comply; and such employees shall be paid for such time.

### **ARTICLE 37 – Drivers' Licenses**

- A. Any driver whose license has been revoked or suspended shall be considered a suspended employee during the period of revocation or suspension.
- B. Suspended employees shall retain seniority insofar as job security and their position on the seniority list is concerned, provided the driver reports for work on the first working day after his or her license has been restored.
- C. Suspended employees will be entitled to all benefits except holiday and added holiday pay. For the purposes of computing vacations, the amount an employee shall be entitled to will be calculated on a pro-rata basis for time worked during the year.
- D. The District agrees to pay the fee for all required Federal drivers' license renewals once during the contract period (including new hires).

### **ARTICLE 38 - Legislative Action**

It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefore, shall not become effective until the appropriate legislative body has given approval.

### **ARTICLE 39 - Duration of Agreement**

This Agreement shall remain in effect from July 1, 2015, to and including June 30, 2020, and thereafter, unless or until either party serves sixty (60) days' notice on the other party of its desire to terminate this Agreement, or negotiate changes or modifications therein. Said notice shall not be effective earlier than midnight June 30, 2020.


IN WITNESS WHEREOF the parties hereto have hereunto set their hands and seal this on the 10th day of April, 2015.

LOCAL 1181-1061 AMALGAMATED TRANSIT UNION AFL-CIO

By: Michael Cordillo  
MICHAEL CORDIELLO

Title: PRESIDENT/BUSINESS AGENT

BOARD OF EDUCATION

  
Eric Geringswald  
President

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CHECK-OFF AUTHORIZATION

NAME: \_\_\_\_\_ SS# \_\_\_\_\_

TO: Half Hollow Hills Central School District  
Towns of Babylon and Huntington

Gentlemen:

I hereby assign to Local 1181-1061 Amalgamated Transit Union AFL-CIO (hereinafter referred to as the "Union"), and, direct you to deduct out of the first wages that shall be paid to me each week or month, the amounts which shall be certified to you by said Union as my weekly or monthly dues and my initiation fee in said Union while I am in a bargaining unit represented by said Union.

The amounts of my dues and initiation fee collected by you shall be remitted to the Union no later than seven days after the period in which such sums are collected. This Assignment and Authorization shall be irrevocable for a period of one year from the date hereof or until the expiration of the present collective bargaining agreement between Half Hollow Hills Central School District and the Union, whichever is sooner, at which time it may be revoked by written notice given by me to Half Hollow Hills Central School District at any time during a period of ten days prior to the expiration of the one-year period or the present agreement, whichever is sooner. If no such notice is given, this authorization shall be irrevocable for successive periods of one year thereafter, with the same privilege of revocation at the end of each such period.

This Assignment and Authorization shall be effective July 1, 2015, or the date of the execution hereof, whichever is later.

Date: \_\_\_\_\_ Signed: \_\_\_\_\_

**LOCAL 1181-1061 AMALGAMATED TRANSIT UNION AFL-CIO**  
**SALARY SCHEDULE - DRIVERS**  
**JULY 1, 2015 THROUGH JUNE 30, 2020**

**Hourly Rates of Pay Schedule**

<b>1st year*</b> (20% less than top rate)	<b>2nd year*</b> (15% less than top rate)	<b>3rd year*</b> (10% less than top rate)	<b>4th year*</b> (5% less than top rate)	<b>Top Rate</b>
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\*from date of hire

7/1/15 - 6/30/16	22.19	23.58	24.97	26.35	<b>27.74</b>
7/1/16 - 6/30/17	22.58	24.00	25.41	26.82	<b>28.23</b>
7/1/17 - 6/30/18	22.98	24.42	25.85	27.28	<b>28.72</b>
7/1/18 - 6/30/19	23.38	24.84	26.30	27.76	<b>29.22</b>
7/1/19 - 6/30/20	23.78	25.27	26.76	28.25	<b>29.73</b>



LOCAL 1181-1061 AMALGAMATED TRANSIT UNION AFL-CIO  
SALARY SCHEDULE - MECHANICS  
JULY 1, 2015 THROUGH JUNE 30, 2020

2015/16 SCHOOL YEAR					2016/17 SCHOOL YEAR					2017/18 SCHOOL YEAR					2018/19 SCHOOL YEAR					2019/20 SCHOOL YEAR				
STEP	MECHANIC	HEAD	MECHANIC	LEAD	STEP	MECHANIC	HEAD	MECHANIC	LEAD	STEP	MECHANIC	HEAD	MECHANIC	LEAD	STEP	MECHANIC	HEAD	MECHANIC	LEAD	STEP	MECHANIC	HEAD	MECHANIC	LEAD
1	54,769	63,898	70,288	71,518	1	58,108	65,015	71,518	72,770	1	61,199	68,154	72,770	74,043	1	61,199	68,154	72,770	74,043	1	62,263	69,218	73,830	75,099
2	60,019	68,020	74,623	76,266	2	61,069	67,175	73,830	75,187	2	63,225	69,351	75,187	76,503	2	63,225	69,351	75,187	76,503	2	64,301	70,214	74,842	77,842
3	61,945	69,140	74,954	76,524	3	63,029	69,333	76,266	77,601	3	64,132	70,543	77,601	78,959	3	63,254	70,543	77,601	78,959	3	66,396	73,066	78,341	80,341
4	63,861	70,340	77,272	78,624	4	64,979	71,477	78,624	80,000	4	66,116	72,728	80,000	81,400	4	67,273	74,001	81,400	82,825	4	68,430	75,296	80,825	82,825
5	65,790	72,369	79,165	80,990	5	66,941	73,635	80,990	82,415	5	68,112	74,924	82,415	83,857	5	69,304	76,235	83,857	85,324	5	70,517	77,569	83,924	85,924
6	67,716	74,690	81,938	83,572	6	68,900	75,793	83,572	84,833	6	70,109	77,190	84,833	86,316	6	71,336	78,470	86,316	87,837	6	72,584	79,843	87,837	89,347
7	72,128	79,451	87,397	88,926	7	73,492	80,841	88,926	90,482	7	74,778	82,256	90,482	92,065	7	76,087	83,695	92,065	93,676	7	77,419	85,140	93,676	95,266
8	72,128	79,451	87,397	88,926	8	73,492	80,841	88,926	90,482	8	74,778	82,256	90,482	92,065	8	76,087	83,695	92,065	93,676	8	77,419	85,140	93,676	95,266
9	72,128	79,451	87,397	88,926	9	73,492	80,841	88,926	90,482	9	74,778	82,256	90,482	92,065	9	76,087	83,695	92,065	93,676	9	77,419	85,140	93,676	95,266
10	72,128	79,451	87,397	88,926	10	73,492	80,841	88,926	90,482	10	74,778	82,256	90,482	92,065	10	76,087	83,695	92,065	93,676	10	77,419	85,140	93,676	95,266
11	73,200	80,521	88,572	90,122	11	74,481	81,990	90,122	91,699	11	75,784	83,364	91,699	93,304	11	77,110	84,823	93,304	94,937	11	78,459	86,307	94,937	96,597
12	73,200	80,521	88,572	90,122	12	74,481	81,990	90,122	91,699	12	75,784	83,364	91,699	93,304	12	77,110	84,823	93,304	94,937	12	78,459	86,307	94,937	96,597
13	73,200	80,521	88,572	90,122	13	74,481	81,990	90,122	91,699	13	75,784	83,364	91,699	93,304	13	77,110	84,823	93,304	94,937	13	78,459	86,307	94,937	96,597
14	73,200	80,521	88,572	90,122	14	74,481	81,990	90,122	91,699	14	75,784	83,364	91,699	93,304	14	77,110	84,823	93,304	94,937	14	78,459	86,307	94,937	96,597
15	73,200	80,521	88,572	90,122	15	74,481	81,990	90,122	91,699	15	75,784	83,364	91,699	93,304	15	77,110	84,823	93,304	94,937	15	78,459	86,307	94,937	96,597
16	74,171	81,587	89,747	91,318	16	75,469	83,015	91,318	92,916	16	76,790	84,468	92,916	94,542	16	78,134	85,946	94,542	96,196	16	79,501	87,450	96,196	97,846
17	74,171	81,587	89,747	91,318	17	75,469	83,015	91,318	92,916	17	76,790	84,468	92,916	94,542	17	78,134	85,946	94,542	96,196	17	79,501	87,450	96,196	97,846
18	74,171	81,587	89,747	91,318	18	75,469	83,015	91,318	92,916	18	76,790	84,468	92,916	94,542	18	78,134	85,946	94,542	96,196	18	79,501	87,450	96,196	97,846
19	74,171	81,587	89,747	91,318	19	75,469	83,015	91,318	92,916	19	76,790	84,468	92,916	94,542	19	78,134	85,946	94,542	96,196	19	79,501	87,450	96,196	97,846
20	74,171	81,587	89,747	91,318	20	75,469	83,015	91,318	92,916	20	76,790	84,468	92,916	94,542	20	78,134	85,946	94,542	96,196	20	79,501	87,450	96,196	97,846
21	75,304	82,835	91,118	92,713	21	76,623	84,285	92,713	94,335	21	77,963	85,760	94,335	95,986	21	79,327	87,261	95,986	97,666	21	80,715	88,788	97,666	99,388
22	75,304	82,835	91,118	92,713	22	76,623	84,285	92,713	94,335	22	77,963	85,760	94,335	95,986	22	79,327	87,261	95,986	97,666	22	80,715	88,788	97,666	99,388
23	75,304	82,835	91,118	92,713	23	76,623	84,285	92,713	94,335	23	77,963	85,760	94,335	95,986	23	79,327	87,261	95,986	97,666	23	80,715	88,788	97,666	99,388
24	75,304	82,835	91,118	92,713	24	76,623	84,285	92,713	94,335	24	77,963	85,760	94,335	95,986	24	79,327	87,261	95,986	97,666	24	80,715	88,788	97,666	99,388
25	75,304	82,835	91,118	92,713	25	76,623	84,285	92,713	94,335	25	77,963	85,760	94,335	95,986	25	79,327	87,261	95,986	97,666	25	80,715	88,788	97,666	99,388
26	76,436	84,079	92,488	94,107	26	77,774	85,551	94,107	95,794	26	79,135	87,047	95,794	97,480	26	80,520	88,570	97,480	99,193	26	81,929	90,120	99,193	100,923